

CODE OF CONDUCT

Current and former CIA personnel are expected to maintain high standards of conduct consistent with the Agency's mission. There has long been a tradition of discipline and loyalty to the Agency that has guided the conduct of Agency personnel in the performance of their official duties and in their private lives. The Agency continues to rely heavily on this discipline and loyalty, not only during the period of employment but, of equal importance, after employment.

Certain types of activities are specifically prohibited by law or regulation. These various prohibitions and other standards of conduct which employees are required to observe are set forth [redacted] This handbook contains information with which employees must be familiar, and which employees are thus required to review annually to ensure such familiarity. Additional standards of ethical conduct are imposed on Agency employees by Executive Order 11222. This order, among other things, restricts the receipt of gifts, limits the use of insider information, bars the use of public office for private gain, and directs employees to avoid situations which might result in or create an "appearance of impropriety." Given the special position of trust in which employees are placed by virtue of their Agency service, employees are expected to honor this trust through their own integrity and conduct in all official actions. Because of this special position of trust, certain obligations are also contained in each employee's contract agreement to protect from unauthorized disclosure classified information, information concerning intelligence sources or methods, and other sensitive information the disclosure of which may adversely affect CIA or national security equities. The obligation to protect such information from unauthorized disclosure applies during an individual's employment or other service with the CIA and at all times thereafter. On occasion former employees and others may try to exploit their prior and current relationships with Agency personnel. The conferring of any preference or privilege upon former employees as a result of past or present relationships should be avoided, and Agency personnel must constantly be on guard to assure that such relationships are not being misused. Once an employee has terminated his or her service, that person is not entitled to be treated any differently than other individuals conducting business with the Agency.

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